



Running Deer Intervention Services

Equality, Diversity and Inclusion Policy

Date: 16/07/2026 Review date: 01/07/2027

Introduction

Running Deer accepts that in society certain groups or individuals are denied equality on the grounds of race, sex, disability, age, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership and other forms of disadvantage.

Running Deer welcomes the statutory requirements laid down in the Equality Act 2010, and is committed to complying with all relevant legislation promoting equality of opportunity.

Running Deer also recognises its responsibilities under the statutory safeguarding guidance *Keeping Children Safe in Education (KCSIE) 2026*. Equality, diversity and inclusion are fundamental to effective safeguarding, and discriminatory attitudes or behaviours may indicate wider safeguarding concerns.

Running Deer recognises that it has moral and social responsibilities that go beyond the provisions of legislation and seeks to create an environment where everyone is treated fairly, respectfully, and with dignity.

Running Deer is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect
- equality, diversity, and inclusion are promoted
- services are accessible, appropriate and delivered fairly to all
- barriers to participation are identified and removed where reasonably practicable;
- children, young people, staff and volunteers feel safe, valued, listened to and included

This policy and all associated procedures apply to all staff (including volunteers), children, young people, families, and visitors and should be read in conjunction with all policies, but paying attention to:

- Relationships Policy
- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy
- De-escalation, Physical Intervention and Restraint Policy
- Safeguarding Policy
- Online Safety Policy
- Staff Code of Conduct
- Whistle Blowing Policy

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or young people by visitors will also not be tolerated. Running Deer Intervention Services does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

Commitment

Running Deer is committed to promoting equality, diversity and inclusion in every aspect of its work. We will not tolerate unlawful discrimination, harassment, victimisation or prejudice. We recognise that promoting inclusion contributes directly to safeguarding children and young people and helps create an environment where concerns are identified and addressed promptly.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Running Deer's goal is to work towards a fair and just society free from discrimination, harassment and prejudice. Running Deer aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality, diversity and inclusion matters at Running Deer Intervention Services is Adam Baxter, Director of Intervention Services.

It is the responsibility of all staff to:

- treat colleagues, children, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- support and participate in any measures introduced to promote equality, diversity and inclusion;
- promote an inclusive, respectful and welcoming culture;
- challenge discriminatory, prejudicial or inappropriate language and behaviour whenever it occurs;
- recognise that discriminatory incidents may also constitute safeguarding concerns;
- report concerns immediately through safeguarding and incident reporting procedures;
- maintain professional curiosity where discrimination, exclusion or prejudice may be indicators of wider harm;
- undertake mandatory equality and safeguarding training, including annual KCSIE updates.

It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

Safeguarding and Inclusion

Running Deer recognises that discrimination, prejudice, exclusion and bullying can adversely affect children's welfare, emotional wellbeing and educational outcomes. Equality, diversity and inclusion are therefore integral to safeguarding.

Any incident involving discrimination, prejudice, harassment or hate-related behaviour will be considered both as an equality issue and, where appropriate, as a safeguarding concern. Staff will respond proportionately, record concerns and follow safeguarding procedures where necessary.

Running Deer promotes an environment where children and young people are encouraged to speak openly, where differences are respected and where concerns are acted upon promptly.

Child-on-child abuse and prejudice-based behaviour

Running Deer recognises that child-on-child abuse may include prejudice-based behaviour, sexual harassment, sexual violence, misogyny, racist abuse, homophobic, biphobic or transphobic bullying, disability-related abuse and online abuse.

Such behaviour will never be dismissed as "banter", "part of growing up" or accepted as inevitable. All concerns will be responded to appropriately in accordance with safeguarding procedures.

Children questioning their gender

Running Deer will respond sensitively, respectfully and individually where a child is questioning their gender.

Requests relating to social transition or associated support will be considered on a case-by-case basis, taking account of safeguarding responsibilities, the Equality Act 2010, Keeping Children Safe in Education 2026 and any other relevant statutory guidance.

Decisions will be child-centred, evidence-informed and made with appropriate involvement of parents or carers where this is consistent with safeguarding duties and the child's welfare.

Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable.

Reasonable adjustments will also be considered in relation to communication needs, neurodiversity, mental health and accessibility of services wherever appropriate.

Recruitment and selection

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally. Recruitment processes will promote equality of opportunity and seek to eliminate bias wherever reasonably practicable.

We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.

Running Deer will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, on behalf of Running Deer, we will take all reasonable steps to ensure they adhere to the principles of this policy.

Reporting and recording incidents of discrimination and harassment

All incidents of discrimination, harassment, victimisation, prejudice-based bullying, hate incidents and discriminatory language or behaviour must be reported promptly and recorded within 24 hours wherever reasonably practicable. Where concerns relate to a child, staff must also consider whether safeguarding procedures should be followed.

Patterns and trends will be monitored to identify recurring issues and inform organisational improvement.

Training

All staff and volunteers will receive:

- induction covering equality, diversity and inclusion;
- regular safeguarding training;
- annual updates on Keeping Children Safe in Education;
- training appropriate to their role on recognising and responding to discrimination, prejudice and inclusion issues.

Complaints and grievances

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

Method of Implementation

Running Deer intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Running Deer through the staff Code of Conduct;
- Ensuring that directors, volunteers and service users are made aware, understand, agree with, and are willing to implement this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging Directors, staff, and volunteers to participate in antidiscriminatory training, and making time and resources available for such training;
- Monitoring services, complaints, safeguarding concerns and recorded discriminatory incidents to identify patterns, improve practice and ensure equitable outcomes for children, young people and staff.

Monitoring and Reviewing

Equality objectives and the effectiveness of this policy will be reviewed annually alongside safeguarding arrangements and following any significant legislative or statutory changes.

Key legislation and guidance

- Equality Act 2010
- Human Rights Act 1998
- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children
- Equality and Human Rights Commission Codes of Practice

Contact Running Deer Intervention Services

Director of Intervention Services: Adam Baxter

Running Deer Intervention Service, Waterside, Berry Pomeroy, TQ9 6LH

Email: ifs@rdcic.org.uk

Website: <https://www.runningdeer.org.uk>